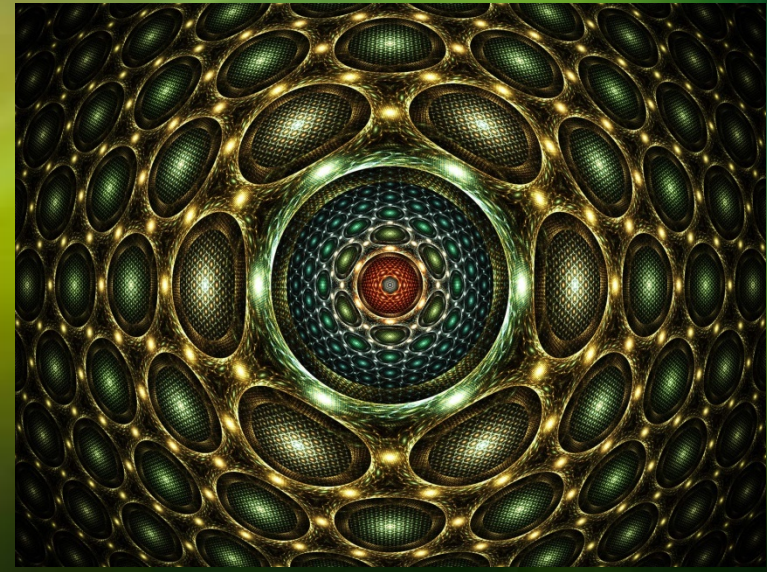


Quantum Teaming (QT): Framework and Infrastructure

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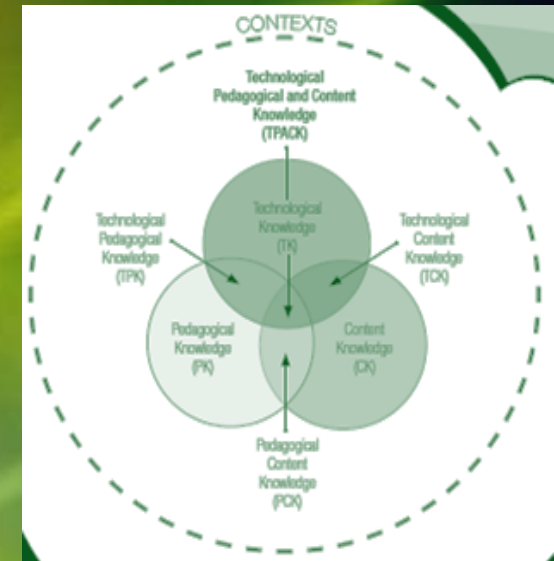
Quantum Teams: Framework and Infrastructure



- The research discusses highly positive and productive quantum teams at Cancer Treatment Centers of America (CTCA).
- The research compares CTCA QT to quantum teams at Kaplan University's experiential real-world internship called "KapConsulting."
- Quantum teams are accomplished when the unique abilities of each team member develop and evolve and are then shared with the collective strength, synergy and commitment of the team.
- There is no status-quo, and titles stand as placeholders only for reporting. This allows natural pairs and partnerships to occur across stakeholders.
- Quantum teams produce holistic, productive environments that are not fixed but growth-oriented; whose direction and operation are aligned to its sense of a higher purpose.

Solutions in Quantum Teaming

- Quantum teams are part of an open system structure; an organism that constantly interacts with its environment and continuously evolves.
- An open system structure with agile input has the ability to change its behavior in response to conditions outside of its boundaries. The focus is on the exchange of material, energy, human capital, and resources, and information with its environment.
- Quantum teams have shared vision, decision-making, responsibilities, and balance. There is an escalation of intentional knowledge sharing.
- Quantum team members are recognized for their talents and natural skills as they give intelligence to the organization.
- As a result, workplace efficiency increases.



The problems with classical teaming

- Differentiation - creating bureaucratic structures where the people are unwilling to perform task that are not listed in their job descriptions.
- Inducting members into teams versus creating a welcoming environment where individuals to voluntarily join, and other diversity/inclusion “glass” ceilings’ issues.
- Closed input/output teaming environments intended to reduce errors and time but do not encourage elevated thinking or even thinking outside-of-the-box.
- This is why most people hate teaming!



QT: Cancer Treatment Centers of America CTCA

- The CTCA provides access to a personal health coach for patients and their families.
- CTCA also provides extensive training and career development opportunities that encourage professional and personal growth—it is a point of group purpose.
- Through quantum teaming, all participants are empowered to deliver the highest standard of care which the CTCA calls “The Mother Standard®.”
- The effectiveness of quantum teams is realized through a shared sense of common purpose to maximize output and outcomes.
- The Cancer Centers of America embraces this philosophy from its strategic plan through to quantum teaming by honoring the courage, respecting the decisions, and offering to share the patients’ journey of healing and hope.
- Cancer Centers of America implements a worldview in its business approach through utility of shared values, beliefs, and agreements between the organization’s environment, its workers, its patients and their families.

QT : KapConsulting



- KapConsulting is a student-driven internship for undergraduates and graduate students at Kaplan University.
- It is a real-world corporate environment created within the university where students from diverse degree plans, such as, IT, Business, Finance and others, come together to team, run a business and service clients.
- KapConsulting applies quantum teaming through a generalist perspective that values the knowledge extracted from academics and human dynamics.
- Each member of a quantum team comes with life conditions that play a critical role in their development and adds to the overall sub-culture of the organization.
 - The subculture is an independent collection of values and attitudes that define a company and influence it greatly. QT embraces sub-cultures.
- It is not a static state but comprised of many individuals bringing their knowledge-diamonds to the team and evolving collectively.

Communication in Quantum Teams

- Communication is key to business success.
- It is the avenue where we sharing ideas, thoughts and opinion.s
- It is a fluid means to align the business goals with that of the team.
- Communication in teams helps to retain employees.
- Managers provide information to the teams; managers receive feedback from the teams.
- Success for projects or issues within the team is dependent on agile two-way, and ongoing communication.



Communication forms in QT



- Members make more neural connections and associations through communicating their prior experience and knowledge.
- Humans have the distinct property of perceiving others qualities as "like me" through the process of communication.
- This allows team to form and use various methods of communication to process knowledge about self-performed actions, self-conceived thoughts, and self-experienced emotions to understand shared actions, thoughts, and emotions in others.
- The basis of communication in teams is that the members will naturally entangle - pair or cluster - if allowed the quantum process and this phenomenon is leveraged to establish a strong subculture of success.
- Any form of communication, written or verbal, is articulated and received from the perspective that each member has a contribution to the greater whole.
- These ideas synthesize over the duration of the team and distinct processes are understood as viable approaches by all participants.

Communication/Transformation

- Communication is a transformational process.
- Teams share backgrounds, cultures and roles.
- In quantum teams, members authentically discuss issues from a subjective point of view because separation is not measured. Entanglement is assumed.
- Superimposition (thought-to-synergy) connections are made among members.



Summary: QT @ CTCA and KapConsulting

- These QT concepts are applied at KapConsulting and CTCA.
 - At the CTCA, managers provide a loosely-coupled start point for patients to describe their health dilemma communicating through the spoken method, the written method or through emotional expressions.
 - Communication, in KapConsultings' quantum teaming, evolves the traditional manner of interactions; where the members seek to see the project only through the lens of the manager.
 - The quantum environment is flipped, and primarily bottom-up versus top-down, which is how the KapConsulting internships succeed.
 - The CTCA team members pull from their subjective/affective mental states, combined with the verbal and non-verbal reflections of the patients, and then articulate ideas based on previous experiences aligned with the new patient's environment.
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- Thank You for Attending! Any Questions?